

Memorandum of Understanding
Between
Salem-Keizer School District
And
Association of Salem Keizer Education Support Professionals

This Memorandum of Understanding is hereby entered into by and between the Salem-Keizer School District (District) and the Association of Salem Keizer Education Support Professionals (Association) for the purpose of correcting the wage placement of the Migrant Specialist classification on the compensation schedule to align with other specialist classifications serving in the Federal and State Programs area.

The District and the Association hereby agree to the following:

1. The Migrant Specialist job classification will be moved from a Range 15 placement to a Range 17 placement on the compensation schedule in alignment with other Federal and State Program specialist positions.
2. All employees currently employed as a Migrant Specialist will be moved to Range 17 on the classified salary schedule and remain at their step placement if currently on step 6. Employees currently employed as a Migrant Specialist who are not currently on step 6 shall advance one step from their current step placement on July 1, 2025.
3. This change will be effective July 1, 2025.

The parties agree that this is a one-time, non-precedent setting agreement that shall not create a past practice between the parties. All other terms and conditions of the parties' collective bargaining agreement shall remain in effect.



For the Association
Brad Avakian

Date 6/26/25

6-23-25

For the District

Date